

Attributes of Leaders

As employees of The Austin Stone

The Calling of a Leader

Leaders in the church are able to endure and serve in joy when there is a clear calling as discerned and confirmed by plurality which includes the individual. Work of any kind is more than a job and means of provision. We are bound together not just by the team we're under employment for, or the family we participate with, but also and maybe most importantly by the mission of Christ for which we desire to give our lives. At our church, God has given us particular conviction and opportunities for the expression of the mission of his church in our city and around the world.

The Competency of a Leader

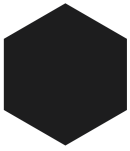
Leaders in the church must be good at their job. We train for tasks according to the critical nature of the task itself. Our belief is that the gospel task is of immeasurable criticality. Therefore, let us prepare for ministry according to how important we believe that it is.

The role of servant leaders is very diverse. Therefore, the competencies associated with these different ministries will be equally as diverse. We will do our best to capture the essential description of these competencies in job descriptions, but the pervasive question should be, "what do I need to learn next that I may be more contributing to the mission of the gospel through this church?" The calling of the servant leader is to pursue excellence in their calling by pursuing growth in their ministry skills.

The Character of a Leader

A leader in the church is required to be qualified according to the Scriptures. Every bit of maturity and faithfulness in our character is given to us by God. So, we view these character attributes not only as a qualification for leadership but also as a means of discerning God's calling and enduring each one in such a role.

The following character qualities are a summary of biblical qualifications for serving the church from 1 Timothy 3:8-13.



Above Reproach, Dignified and Blameless (1 Timothy 3:8, 10) – As a leader of The Austin Stone you must have a reputation of conducting yourself in a dignified way. It is important to note that “dignified” serves as a summary to all the other qualifications. This quality is a validation of maturity and victory in the other qualities. You must have a good reputation within the body in order to lead it. However, you must also have a good reputation with those outside the body of Christ.

Not Double Tongued/Gossip (1 Timothy 3:8) – As a leader of The Austin Stone, you will often find yourself in conversations with individuals who have made a wreck of their lives through poor decisions. You will hear and see a lot of things that individuals won’t want divulged. Additionally, after having spoken words of comfort and gospel to people, as you leave, you’ll be tempted to bring forward poison and judgment from your heart and speak harshly about them to others. As a leader of God’s church, you must use wisdom and love as barometers for knowing when/how much to share with others (e.g., your supervisor, elders, etc.).

Life Matches Doctrine (1 Timothy 3:9) – Holding the mystery of the faith must be done with a “clear conscience.” If you profess to hold “good doctrine” and yet your life is without spiritual fruit, there is a problem. If this is the case, you are shamefully declaring to the world that there is no real power in the gospel of Jesus! The gospel “trains us to renounce ungodliness and worldly passions, and to live self-controlled, upright, and godly lives in the present age” (Titus 2:12).

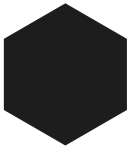
Not addicted to much wine/temperate (1 Timothy 3:8) – As a leader of The Austin Stone you must show restraint and moderation. You are called by God to lead the church and therefore must be controlled (as much as possible) by the Holy Spirit. When leaders lack the ability to avoid addictions or detrimental habits, they prove themselves to be lovers and servants of something other than God.

Not greedy for dishonest gain (1 Timothy 3:8) – As a leader of God’s church you are called to be someone who does not love money. You must not feel entitled to any standard of living, income, property, or leisure. You must be someone whose charity outshines your standard of living.

Husband of one wife (One woman kind of man/one man kind of woman) (1 Timothy 3:12) – A leader must be “one-woman-kind-of man/one-man-kind of woman” distinctly marked by sexual faithfulness to his or her spouse and to Jesus. This is an ongoing battle for everyone; however, a pattern of repentance, transparency and health must be in place to lead in God’s church.

Manage household well (1 Timothy 3:12) – Leaders must lead their children and their own households well. This is one of the more challenging qualifications to prescribe the desired behaviors, but it is obvious to most when those behaviors are absent. You must lead your own family in a way that models





the redeemed community God desires from His Church. You are called to be a good primary teacher, theologian, decision maker, conflict resolver, disciplinarian, servant, and protector for your family.

Dependent on Jesus

We are dependent upon Jesus for our continual repentance and growth in character. This means that leaders are not expected to be perfect. But at a minimum, each Team Member must agree and aspire to maturity in these qualifications, invite the authority of church community and leaders as a means of growth in them, and pursue them humbly and faithfully by the power of the Holy Spirit.

Some are called to serve in the church by leading as deacons or elders or in a delegated pastoral leadership role. These leaders are qualified by a reputation for maturity in these areas, a pattern of repentance and faith, and credibility of life and speech as witnesses to the gospel of Christ which they proclaim.

But all Austin Stone staff and team members are in a position of spiritual leadership and should feel a high level of responsibility for those around them (1 Timothy 3, 1 Corinthians 8:9-13, Romans 14). Each team member is expected to honor Christ in protecting the integrity and unity of the church through what we say and how we treat others on our team, in our body, and in the world. Each member is expected to consider all lifestyle behaviors in light of his or her position as a spiritual leader and how these behaviors might be seen by Christians and non-Christians.

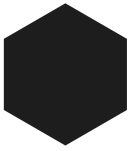
In view of this, Austin Stone team members are to conduct themselves with sensitivity toward Christians and non-Christians so that our ministry and testimony may remain “above reproach” (Titus 1:6-9, Galatians 5:16-17).

The Culture of a Leader

Leaders in the church must be models of the DNA of the church. Of course, God is glorified in the harmony of diversity within any family. However, there is something that ties the family together. It is those things that make the family unique. Being open to learning and embracing these things is crucial for leading and living alongside the members of this family.

Our identity is a New Testament church existing for the supremacy of the name and purpose of Jesus Christ. What we believe and what we do flow directly from who the church is in Christ. In its simplest statement our mission, or what we do, is love God, love the church, love the city, and love the nations.





What we believe about God (our theology) is the foundation for everything else we believe. Our core beliefs are summarized in our [Affirmation of Faith](#). Everything else stems from what we see in the bible in its description and prescription for how the church should work.

Our eight core convictions as a church are a great example of this. We are:

- Ruled by God's Word
- Christ-Centered In Focus
- Holy Spirit-empowered
- Reliant on Prayer
- Committed to Covenant Community
- Gospel-saturated in Discipleship
- Devoted to Equipping the Saints
- Relentless in Mission

